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Monitor Newsletter October 09, 1989

Bowling Green State University

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Bowling Green State University

October 9, 1989



Joyce Hyslop (left), chair of Classified Staff Council, and Chris Sexton, chair of the Outstanding Service Award Committee present the first award to Imogene Krift (right), manager of office services.

Krift recognized as outstanding member of the classified staff

Just a few short hours after receiving the first Outstanding Classified Staff Service Award, Imogene Krift could be found doing what she's always doing: working hard.

While a steady stream of co-workers stopped in office services on the sixth floor of the Administration Building to congratulate Krift, she beamed her appreciation and exclaimed how surprised she was — but she never stopped working. She continued to print materials and simply talked above the roar of the machines.

Krift, a 20-year employee of the University, is the first recipient of the classified staff honor and received a \$400 award and a plaque at the annual Classified Staff Convocation held Sept. 29.

The award, established last year by Classified Staff Council, recognizes "the ability to give above and beyond." Criteria included excellent job performance, such as dependability/attendance, cooperation, willingness to serve, innovation, initiative and attitude. It also recognizes the employee's relationship with the University, such as concern, commitment, willingness to give uncompensated time to University activities, making up work time, positive interaction and assisting people even when it is not part of the job.

"Some classified staff are very visible on this campus, others are not. But all of us contribute to the character and quality of the University, and this award has been established to honor excellent examples of that quality work," said Chris Sexton, WBGU-TV and chair of the award committee that established the criteria and selected the recipient. The committee received 29 nominations.

Krift is manager of office services which is responsible for printing a wide range of materials such as brochures, newsletters, Bookstore materials, conference materials and the duplicating needs of almost every campus department. In addition, the service dispenses office supplies.

Krift started her career at the University as a clerk in office services after receiving a phone call from Fred Fether, now retired from the business office, who asked her if she would be interested in working at the University. "I agreed to take the job, but to this day I've never found out who recommended me," Krift said.

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Olskamp tells staff the quality of their work on campus is noticed

In his eighth address to classified employees at the annual Classified Staff Convocation Sept. 29, President Olskamp told the audience of the many compliments he has heard recently about the appearance and operation of the campus. He said much of the credit goes to classified staff.

"I've often said that your efforts are essential to the survival and well-being of the University and I mean that," Olskamp said. "You do a great job, with insufficient appreciation from the rest of the community. But people do notice the fine quality of your work."

He read excerpts from two letters from people who recently attended conferences or meetings on campus and were impressed with the appearance of the grounds and facilities.

"I agree with them 100 percent," Olskamp said. "The campus has never looked better; opening has never gone more smoothly; registration never had fewer complaints; traffic is moving more smoothly and parking is less hectic. You all are to be thanked for it and I am proud of you and grateful to you."

Olskamp reviewed some of the events and issues of the past year, especially those that affected classified staff.

—Although classified employees voted down the 309 proposal, Olskamp said the 309 Committee's survey on the wage base by position classification in the surrounding area has been valuable. "We never had a way to keep track of whether we were being competitive," Olskamp said. "Using this system, we were able to identify where inequities are and we will keep using it as a system to remain fair and competitive."

—The University was awarded its capital budget this year and will be requesting the construction of a new classroom building.

—Planned maintenance received increased funding which initially will go toward the PCB removal project, but upon its completion will go toward building maintenance.

—A hazardous waste storage facility is nearing completion and will provide a significant improvement in safety, Olskamp said.

—Project-90 is underway which will update and integrate the campus' administrative computer system.

—The Visitor Information Center opened this summer. "It is the easiest place on campus to park," Olskamp said. "Several faculty have discovered this and

a growing number park there in the morning, have free coffee and take the bus to work." The service is having a big impact on the business of the campus and he said he expects it to be expanded to more hours and more stops.

—The University's personnel function has been consolidated with the goal to improve service for employees and a search is currently being conducted for an executive director.

—The Faculty Senate, with the help from representatives of other governing bodies, is studying options for a day-care center. Olskamp said that state funds are not available for the project but a construction-lease and buy-back arrangement with a private company is being examined.

—Housing for visiting faculty has been a frequent problem, especially for faculty visiting for just one semester. Olskamp said the University is looking into housing options, possibly with private developers interested in building a facility at the new research/enterprise park.

—The state has raised the University's full-time equivalent (FTE) student total to 16,000, up 1,000 from previous years. Olskamp said most of the students are already enrolled on campus, but now the University is receiving funds for them. "There are no plans for immediate expansion in the future and no plans therefore to construct more undergraduate housing," Olskamp said.

"Overall, the University is in excellent condition, it's really solid," he said. He cited considerable construction that has occurred at BGSU in the last seven years; 650 parking spaces have been added; and renovations will begin soon on Shatzel and Hayes Hall and an addition will be made to the Fine Arts Building.

For the future, Olskamp said he hopes approval will be given for a new classroom building and that funds will be allocated for renovations to the Eppler complex.

"A great part of the University's success comes from you. I've said many times that you are special, different from other staffs at other universities," Olskamp said. "You have a much lower turnover rate; your length of service to BGSU is on the average much longer than is typical; as a result, you see this as your place. It belongs to you and that attitude shows a winning attitude."

VP Martin says 'be proud of what you do'

In the nine months he has worked on the campus, Robert Martin, vice president for operations, has had the opportunity to talk to many employees. "All my observations and interactions with the University community have convinced me that I made the right choice in coming to BGSU," he told the audience at the Classified Staff Convocation Sept. 29.

He said he has been very impressed with the quality of the employees and their efforts.

"I have worked in the public sector since 1959 and in state supported universities for over 10 years," Martin said. "There is no doubt in my mind that the working environment of Bowling Green State University is the finest I have experienced."

"We are fortunate to have a president who is successfully moving this University in a very positive direction. We also

are fortunate to have faculty, administrators and students who share in a quest for excellence. I am very proud to be a part of that team."

Martin said he has developed an "educational triangle theory" that explains the importance of the team concept. One of the sides of the triangle represents the faculty, those individuals who possess the knowledge to be shared. The second side represents students, those individuals who desire that knowledge. The third side of the triangle represents a place for the faculty and the students to meet. "Without the base to this triangle the transfer of knowledge will never occur. If the student and teacher never meet, it just won't happen. This is where the last members of the team come in," Martin said.

"Just like in this triangle, if the base doesn't exist, the sides will collapse."

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CSC strives for best possible environment

Classified Staff Council is working toward creating the best environment possible at the University, Joyce Hyslop, chair of CSC, told the audience that attended the Sept. 29 Classified Staff Convocation.

"But Council is only as effective as the members who are willing to participate. And those members can only be effective if they receive feedback from you," she said. "We continue to have an open line of communication with the administration and they're very willing to listen to us. However, the council does not play politics, or talk just to hear ourselves talk or make decisions based on trying to make the administration look bad. We make our decisions based on what is fair and what is right for the entire classified staff."

Hyslop said it has become more evident that the council has grown in stature because of the recognition it has been

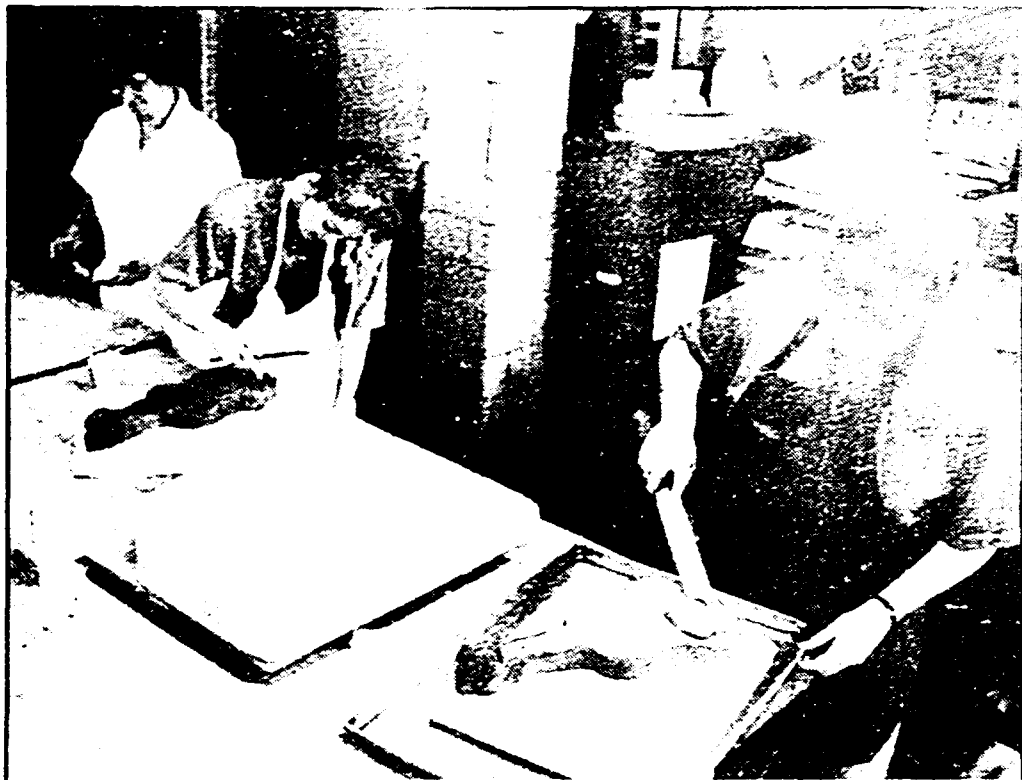


CSC sponsored a logo contest last spring for a design to use on all of its correspondence. Gloria Pizana, College of Health and Human Services, was presented with a \$50 savings bond for presenting the above winning entry.

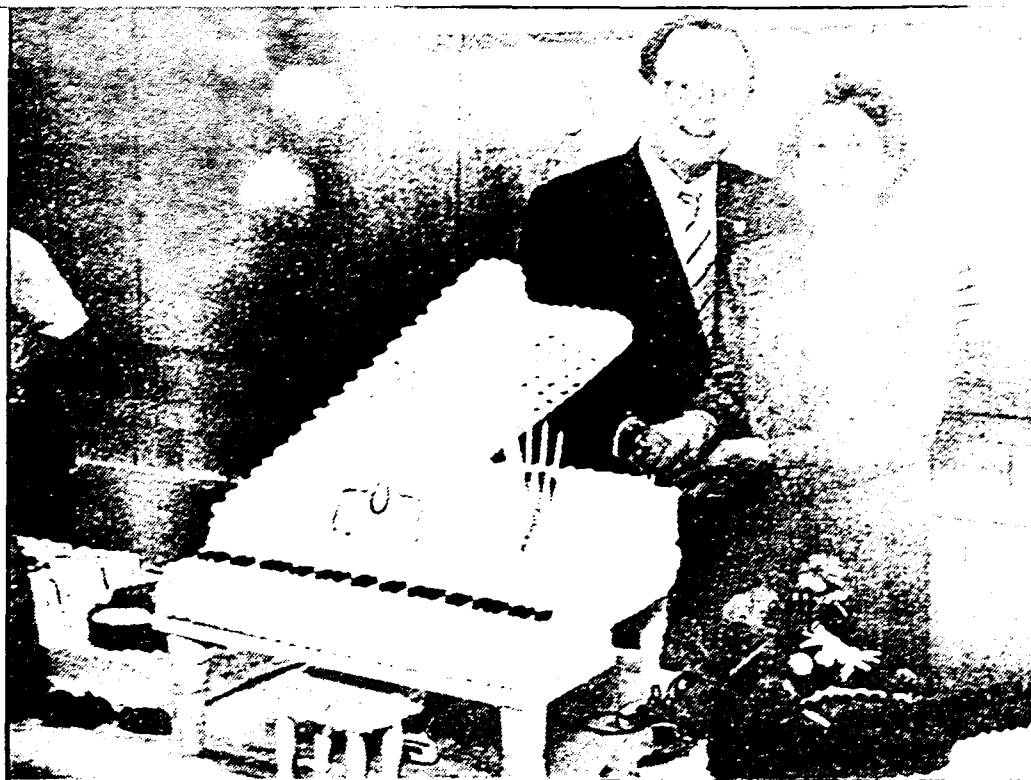
receiving from the University community. The administration communicates regularly with the council and works with it in making decisions that affect classified staff. But more importantly, she said, more classified staff are coming to the council with questions because "they realize we stand up for their rights."

"We have learned that you can't please

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The bakery in Kohl Hall was a very busy place recently as the staff prepared cakes for the Moore Musical Arts Center 10th anniversary celebration. When no other bakery outside the University was willing to take on the big job, the campus bakery staff agreed to the challenge. Putting the finishing touches on the cakes are Carol Fulford, Tracy Berner and Cindy Dobo.



President Olscamp and Mrs. Hollis Moore stand next to the finished cakes representing a piano and other musical instruments. Approximately 600 people attended the anniversary party held Oct. 1 at the center. The cake-cutting and a chorus of "Happy Birthday" followed a concert featuring pianist Jerome Rose and other faculty and students from the College of Musical Arts.

To be recognized at Homecoming

Stranahan and Jackson named Honorary Alumnus

Two people who, in very different ways, have given long service to the University have been selected to receive 1989 Honorary Alumnus Awards.

Former Board of Trustee member Virginia Stranahan of Perrysburg and Dr. William Jackson, professor emeritus of biological sciences, will be honored by the University's Alumni Association Friday (Oct. 13).

The Honorary Alumnus Award was begun in 1973 to recognize significant contributions to the growth and development of the University by persons who are not graduates of Bowling Green. Stranahan and Jackson are the 29th and 30th recipients of the award.

The Alumni Association is hosting a dinner in their honor at 7:30 p.m. Friday (Oct. 13) at the Holley Lodge Atrium in Bowling Green. A cash-bar cocktail party at 6:30 p.m. will precede the dinner.

Those interested in attending the dinner may make reservations by calling the Alumni Center at 372-2701. Banquet tickets, at \$14 each, will not be mailed but can be picked up at the Holley Lodge Atrium. Reservations should be made by Tuesday (Oct. 10).

Stranahan, who served on the University's Board of Trustees from 1965 to 1974, has long supported various programs at the University. Her University involvement is not known to many people

because she prefers to stay in the background, said Dr. Dwight Burlingame, vice president for University relations.

She has contributed several first edition volumes of poetry as well as other difficult-to-obtain books to the Jerome Library's rare book collection. A longtime Presidents Club member, she has also contributed to the gerontology program and the University Honor's Program.

Stranahan, who says she is "always searching for knowledge on subjects that interest me," is a frequent student in the University's Honors Program, and has taken such courses as Great Ideas, history, environmental studies, geology and religion.

Active in the community, Stranahan has served on several Toledo area boards including the Community Chest, Red Cross and League of Women Voters.

While Stranahan's contributions have not received a great amount of recognition, Jackson ranks as one of the University's most accomplished scientists.

Jackson, who retired from the University in 1985 and now heads his own consulting firm in Osseo, Michigan, earned national and international recognition for his achievements in rodent, bird and pest control during his 28-year career at Bowling Green.

He is credited as being the first to confirm the presence in the United States

of the so-called "super rat," a phenomenon that develops a genetic resistance to conventional rodenticides.

In the early 1980s he was in Africa, serving as a consultant to the governments of Kenya and Sudan, developing a way to control African sparrows, which number in the billions and devastate African crop land.

The birds, which often fly in flocks of 100,000 or more, have been called the single most ruinous force facing African grain crops, which are vital to people who otherwise face starvation.

Jackson has been the subject of numerous articles and interviews, including a 1977 article in *National Geographic* and a 1979 interview on the CBS television news program "60 Minutes."

A graduate of the University of Wisconsin and Johns Hopkins University, Jackson joined the Bowling Green faculty in 1957 as an assistant professor of biology. He directed the University's Center for Environmental Research and Services as well as an academic program that trained international students to combat crop-destroying pests in their homelands.

In 1981, Jackson was awarded the title Distinguished University Professor, one of the highest honors that is bestowed upon a faculty member at Bowling Green.

Faculty Senate adopts a new summer calendar

Following a discussion that took the majority of their two-hour Oct. 3 meeting, Faculty Senate passed a proposed summer calendar that consists of two six-week terms and one eight-week term. It reduces the total summer class period from 13 weeks to 12.

The proposal originally affected the academic year schedule in suggesting classes be held on Labor Day with a new academic holiday to be instituted on the Friday at the end of five and one-half weeks of classes. Representatives of Undergraduate Student Government proposed an amendment to keep the current fall holidays and the amendment was subsequently passed by the Senate.

USG representatives reported that a student survey had been conducted with 306 participants and 240 were against holding Labor Day classes. They also argued Labor Day is a national holiday marking the end of summer and many families have activities planned. In addition, it allows students a chance to go home and bring back more school necessities.

Some senators agreed that holding classes on Labor Day would be inconvenient, especially for faculty with families because the Bowling Green public schools are not in session that day.

The senate also passed an amendment proposed by Senator Leigh Chiarelli that

enables colleges in consultation with the department deans and faculty to modify the eight-week term into two four-week terms for courses more conducive to that format.

Senator Ralph Wolfe proposed an amendment that Veterans' Day in November be made a holiday for faculty and students. Currently, classes are held that day but it is a holiday for administrative and classified staff. Wolfe said it is inconvenient to conduct classes and business on campus when many offices are closed. However, the amendment failed after several senators argued it would be more inconvenient to lose additional class time.

The summer calendar was proposed by the Academic Affairs Committee and was presented to the senate by member Dr. Ron Lancaster. He said CAA's reasoning for proposing the new calendar was mainly to increase student scheduling flexibility. The current calendar has five starting dates and nine ending dates, and the overlapping sessions often make it difficult for students to schedule the classes they want, when they want them.

"Under the current system, the odds are that one out of four students will have a conflict in trying to schedule two classes for the summer period," Lancaster said. "Under the proposal, there will be better utilization of classroom space, a 50 percent increase in classes held in air

conditioned rooms and students will have a higher probability of taking the classes they want."

Although it is difficult to measure, Lancaster said the perception is that by lengthening sessions from five to six weeks, students will have a 20 percent increase in the amount of time to learn the material. The new calendar also is more convenient for primary and secondary teachers who take classes in the summer in the College of Education and Allied Professions, he said.

Dr. Ramona Cormier, dean of continuing education, argued against the proposal saying it could hurt summer enrollment at the University. She disputed the arguments that it would be more convenient and said many students surveyed indicated they would go to other institutions for more convenient sessions.

"Keep in mind the summer session does not have a captive audience. We have to make a schedule to draw them," Cormier said. "The proposed calendar will not be helpful to the College of Education and one school superintendent I talked to said the proposed calendar will be the best recruiting tool for the University of Toledo."

The new calendar will be implemented in the fall of 1990, with the summer of 1991 being the first summer terms affected by the changes.

Shuttle expands its hours, adds a stop

The BGSU Shuttle Service will extend its hours beginning Oct. 16. It will run weekdays from 7:30 a.m.-8:30 p.m. during the academic year except holidays, semester breaks and spring break.

Faculty and staff are encouraged to use the shuttle to travel around campus or to park their vehicles at the Visitor Information Center and ride into work.

The shuttle operates at 15-minute intervals and waits only at the designated drop-off/pick-up locations which are the Visitor Information Center, the University Union, near Jerome Library and occasional stops have been added at the College Park Office Building.

Departments that frequently invite visitors to campus should have them use the service. Brochures about the service and the Visitor Information Center are now available and departments can request them by calling 372-2776 or 372-2336.

BGSU SHUTTLE SERVICE

MORNING SCHEDULE MONDAY-FRIDAY

Visitor Information Center	University Union	Jerome Library	College Park Office Building
7:30 AM	7:35 AM	7:40 AM	
7:45 AM	7:50 AM	7:55 AM	
8:00 AM	8:05 AM	8:10 AM	
8:15 AM	8:20 AM	8:25 AM	
8:30 AM	8:35 AM	8:40 AM	
8:45 AM	8:50 AM	8:55 AM	9:00 AM
	9:05 AM	9:10 AM	
9:15 AM	9:20 AM	9:25 AM	
9:30 AM	9:35 AM	9:40 AM	
9:45 AM	9:50 AM	9:55 AM	10:00 AM
	10:05 AM	10:10 AM	
10:15 AM	10:20 AM	10:25 AM	
10:30 AM	10:35 AM	10:40 AM	
10:45 AM	10:50 AM	10:55 AM	
11:00 AM	11:05 AM	11:10 AM	
11:15 AM	11:20 AM	11:25 AM	
11:30 AM	11:35 AM	11:40 AM	
11:45 AM	11:50 AM	11:55 AM	12:00 (Noon)

AFTERNOON SCHEDULE MONDAY-FRIDAY

12:15 PM	12:20 PM	12:25 PM	12:30 PM
	12:35 PM	12:40 PM	
12:45 PM	12:50 PM	12:55 PM	
1:00 PM	1:05 PM	1:10 PM	
1:15 PM	1:20 PM	1:25 PM	
1:30 PM	1:35 PM	1:40 PM	
1:45 PM	1:50 PM	1:55 PM	
2:00 PM	2:05 PM	2:10 PM	
2:15 PM	2:20 PM	2:25 PM	2:30 PM
	2:35 PM	2:40 PM	
2:45 PM	2:50 PM	2:55 PM	
3:00 PM	3:05 PM	3:10 PM	
3:15 PM	3:20 PM	3:25 PM	3:30 PM
	3:35 PM	3:40 PM	
3:45 PM	3:50 PM	3:55 PM	
4:00 PM	4:05 PM	4:10 PM	
4:15 PM	4:20 PM	4:25 PM	
4:30 PM	4:35 PM	4:40 PM	
4:45 PM	4:50 PM	4:55 PM	

EVENING SCHEDULE MONDAY-FRIDAY

5:00 PM	5:05 PM	5:10 PM
5:15 PM	5:20 PM	5:25 PM
5:30 PM	5:35 PM	5:40 PM
5:45 PM	5:50 PM	5:55 PM
6:00 PM	6:05 PM	6:10 PM
6:15 PM	6:20 PM	6:25 PM
6:30 PM	6:35 PM	6:40 PM
6:45 PM	6:50 PM	6:55 PM
7:00 PM	7:05 PM	7:10 PM
7:15 PM	7:20 PM	7:25 PM
7:30 PM	7:35 PM	7:40 PM
7:45 PM	7:50 PM	7:55 PM
8:00 PM	8:05 PM	8:10 PM
8:15 PM	8:20 PM	8:25 PM



Three \$100 scholarships were presented at the Classified Staff Convocation Sept. 29. Nancy White Lee (left), chair of Classified Staff Council's Scholarship Committee presented them to JoAnn Sanders (second from left), student services counselor, Firelands College; Shannon Wise, daughter of Pat Wise, College of Education and Allied Professions; and Mary Shurts (right), publication specialist, Philosophy Documentation Center.

Spend a year in China teaching on exchange

Applications currently are being solicited for the University's faculty exchange program with the Xi'an Foreign Languages University in Xi'an, China.

If faculty have applied for faculty improvement leaves, they can use the leave time for this exchange program. Although applications primarily are being solicited from tenured or probationary faculty members, applications from graduate students who will have completed master's degrees by August 1990 also will be considered.

A formal application for the exchange requires a brief letter and vita. The material should be sent no later than Nov. 15 to Dr. Wallace L. Pretzer, English, acting coordinator of the program. General expressions of interest and questions are welcome by calling Pretzer at 372-8133.

The exchange program has been arranged exclusively for an academic year, with faculty leaving about Aug. 23 and returning in the summer of the following year. The Xi'an academic program consists of two semesters (approximately from September to mid-January and mid-February to July).

However, Dr. Eloise Clark, vice president for academic affairs, has arranged for the opportunity for one of the two or three available positions to be filled by two one-semester appointments instead of by a full-year appointment. The one-semester arrangements are intended only for tenured or probationary faculty candidates. These arrangements, however, depend upon the teaching needs of the Xi'an University.

Pretzer said that while faculty members

from some departments are more likely than others to be attracted by what is primarily a teaching exchange with a language institute, those faculty who have flexibility of interest and skill (i.e., particularly those who have a generalist concern for American thought and culture) could be appropriate candidates for the exchange.

Xi'an officials have indicated interest in several disciplines in addition to English, including technical communication (writing), comparative education, human or cultural geography, American culture studies, popular culture, history of the U.S., educational psychology, mass communication, library sciences, business education and instructional media.

Writing seminar set

The seventh semi-annual "Writing in the Classroom" seminar for faculty and graduate students will be held Nov. 17 and 18 at the Perrysburg Holiday Inn.

The sessions, directed by Dr. Thomas Klein, English, will begin in the late morning and run through 5 p.m. on Friday. Saturday's workshop begins with breakfast and continues to 4 p.m. The sessions are free and meals are provided.

The workshops invite faculty to think about student writing problems, the composing process, the role of audience and thinking in writing, assignment making and evaluation. The seminar emphasizes practical, hands-on experiences applicable to all disciplines.

Persons interested in attending the seminar should contact Mary Jo Smith at 372-2576.

so popular that for the past two years she has been invited to ride in the city's holiday parade.

"Christmas is my favorite time of the year. I'm always anxious for the holiday season and the warmth of the children," she said. "It's rewarding to put some joy and happiness in their hearts."

In addition to the CSC event, Krift has a long list of visits she makes as Mrs. Claus in her hometown of Pemberville where area churches and organizations have asked her to participate.

Meeting new friends through Mrs. Claus and her job is another reason Krift enjoys her work. She also is quick to credit her staff with making the work easier. In fact, she wasn't planning to attend the convocation this year because she had several new staff members she thought should go instead.

However, her daughter, Lisa Wayne who works at WBGU-TV, insisted she attend. After the announcement was made and Krift was led to the stage, she said she was "dumbfounded" and the award was a complete surprise.

"Now I know what Miss America feels like," Krift told the audience.

She lives in Pemberville with her husband Ralph. They also have a son Mark.

Hyslop from the front

everyone, but if you recognize that we are attempting to give everyone fair and equitable treatment, no matter who you are or where you work, then council has achieved a major goal," Hyslop said.

One of the most positive achievements this past year for the council was the implementation of a \$240,000 wage adjustment for 155 classified staff members, she said. The second segment of the market adjustment will be implemented next July. In addition to the adjustment, the classified staff received a significant salary increase for the fifth consecutive year which was the third highest percentage increase among state universities.

Other major accomplishments for the year included:

—A presentation was made to the finance committee of the Board of Trustees after many hours of work with Robert Martin, vice president for operations, and Dr. J. Christopher Dalton, vice president for planning and budgeting.

—Council also was asked to participate in the University study group that reported to President Olscamp on the reorganization of personnel support services.

—Bi-monthly meetings with the director of personnel enabled council to solve small problems before they became big problems.

—Representation on the national search committees for the vice president for operations and the director of insurance and benefits.

—An ad hoc committee was formed to develop the criteria for the Outstanding Service Award for a classified staff member.

During the next year, the council will continue to refine the wage survey as a special sub-committee forwards recommendations regarding further market adjustments. It also will continue to offer input to the Faculty Senate Budget Committee, the University Budget Committee and the Board of Trustees to enhance the current wage and benefit package.

Representation on national search

Martin from the front

Without the place to meet, education will collapse. The base on which this process exists is the classified staff who provide the place for education to occur. The quality of your performance in providing the best possible environment for this transfer of knowledge is as essential to the effectiveness of the educational process as the other two sides."

Martin said he enjoys his profession and is proud of it. His goal is to create an environment where all the classified staff will share his enthusiasm for what they do. "I have a personal philosophy that simply stated is: We should all have enough pride in our work that we are willing to sign our name to everything we do," Martin said. "When I finish a job, I always ask myself the question, 'would I brag about having done that job?' If we as individuals can't answer that question yes, then we probably didn't put forth our best effort."

Martin said there have been a number of "best efforts" on campus that deserve notice:

—The campus police have been successful in solving a series of thefts of University equipment.

—Employees in Food Operations have received another prestigious award from their national association for a "goodie service" program designed to allow parents to have gifts delivered to students for special occasions.

—Employees from the physical plant and residence halls recently cleaned 1,350 rooms and stripped and made 2,700 beds in less than 12 hours when two conferences were held back-to-back on campus.

—The University's moving crew which normally consists of two permanent employees plus temporary help has inventoried and is preparing to move more than 80 tons of material in transferring the departments in Shatzel Hall to the College Park Office Building.

Martin also gave credit to all of the University's secretaries and clerical specialists. "Let me publicly state that I learned many years ago that to be a successful administrator, you need a successful secretary," he said. "I have observed that our ratio of secretarial and clerical

committees will continue as the executive director of personnel, the director of the physical plant and the director of affirmative action will be chosen.

The council will work with Faculty Senate and the Administrative Staff Council to explore concerns that affect all employees at the University, including the possibility of campus day-care services.

The council also will be refining and monitoring the grievance and discipline procedures with a revised process and an updated neutral list.

Hyslop said work is progressing toward the implementation of an official flex-time policy as well as the conversion of a portion of classified staff sick leave to personal time off.

And council will strongly support the effort to ensure that racial and sexual harassment and discrimination are nonexistent on the campus.

During the summer, the council held a retreat to discuss ways to make it more effective. "A lot of good ideas came out during the session and one in particular was for CSC members to become even more visible and more assertive in seeking out our fellow workers to ask questions and obtain feedback," Hyslop said. "We can't fix problems if we don't know what they are."

"Mark Twain once remarked, 'Always do what is right. It will gratify most of the people and astound the rest.' Classified staff members at Bowling Green State University have taken his advice to heart."

During her remarks, Hyslop recognized each Classified Staff Council representative and an award of appreciation was given to Bob Kreienkamp for his work as CSC chair the previous two years.

Submit nominations

Classified Staff Council is taking self-nominations for a classified staff member to serve on the Union Advisory Committee. The term is for three years.

Nominations should be sent to CSC, P.O. Box 91, University Hall.

support to administrators is the lowest I've seen in my 30 years in public sector employment, but the quality is among the highest."

In looking ahead, Martin reviewed a number of projects that will be occurring this academic year that will affect classified staff:

—A major review of the University's health benefits plan and of the current third party administrator is underway.

—A new University-wide hazardous materials and hazardous waste policy has been developed and will be implemented soon. It includes handling procedures and employee notification and training procedures.

—Construction has begun on a major improvement in campus security lighting and similar improvements in parking lot lighting was completed this summer.

—A new debit card program is planned to replace the food coupons in use at the campus' dining facilities. It will replace the coupons with a magnetic strip affixed to I.D. cards and the potential of other University retail outlets joining in its use also is being investigated.

—Manpower studies are scheduled to begin in selected areas to identify shortages that exist. A five-year budget plan will be prepared to implement the study's recommendations as funding is available.

—In conjunction with the Classified Staff Council, a number of goals are being discussed which include: continued refinements of wage surveys; increased classified staff involvement in the University's budgeting processes; a review of grievance and discipline procedures; an incentive program for sick leave management; and the availability of additional training and apprenticeship programs.

"As you can see, some very ambitious plans are being developed which hopefully will continue to help in improving the University and at the same time improve the environment for our employees," Martin said. "I ask you to join me in working towards an environment in which every employee will share my enthusiasm and can truly say 'I made the right choice when I decided to work for Bowling Green State University.'"

Krift from the front

In 1971 she was named manager of the office.

She said she likes her job because she likes people and almost everyone in the campus community has to come to her office at some time to have material duplicated. The service rarely has a slow period and it is not unusual for Krift to work up to 60 hours a week.

Despite the busy schedule, Krift said she thinks the University is a good place to work because it is "well-run. It's fair to its employees, it has excellent benefits and I have a good feeling coming to work here mainly because I have an excellent staff," Krift said.

"I want to do a good job and I don't mind putting in some extra hours because when there are deadlines to meet and other people are dependent on you, then it's your responsibility to get the job done," she said.

Krift is especially known for putting in extra hours during the Christmas holidays when she transforms into Mrs. Claus. She has been appearing in the role since 1973 when she first dressed for the part to spread Christmas cheer at some University holiday parties. For the past eight years she has helped Santa talk with children at an annual party sponsored by Classified Staff Council. She has become



Libraries and Learning Resources sponsored a Minority Students' Welcome reception Sept. 28 at Jerome Library for minority students new to the campus this year as a way to help them learn more about the University's library resources. Approximately 35 students attended the reception. Above, Mary Beth Zachary (left), head of circulation and co-chair of LLR's Minority Affairs Committee, talks about available materials with Sheilla James, a sophomore biology student.

Order your regalia

Faculty and staff are reminded to place their orders for commencement rental regalia at the University Bookstore by Nov. 27. A \$5 late charge will be added to orders placed after that date.

Fall commencement is Dec. 16. Orders may be phoned to Marge Houchins at 372-2851.

Office sets hours

The Graduate Student Senate office hours are as follows: from 8-10 a.m. and 1-5 p.m. Mondays; from 8 a.m.-noon and 1-5 p.m. Tuesdays and Wednesdays; closed Thursdays; and from 8-10 a.m. and 2:30-4:30 p.m. Fridays.

Classified Employment Opportunities

New Vacancies (Open to BGSU staff only.)

Posting expiration date: Noon, Friday Oct. 13.

- | | |
|---------|---|
| 10-13-1 | Cashier 1
Pay Range 3
University Food Operations
Academic year, part-time |
| 10-13-2 | Custodial Worker
Pay Range 2
Physical Plant |
| 10-13-3 | Laborer
Pay Range 2
Heating Plant |

Due to personnel services moving from Shatzel Hall to the College Park Office Building, vacancies will not be posted in the Monitor the week of Oct. 23.

Faculty/Staff positions

The following faculty positions are available:

- Environmental Health:** Assistant professor. Contact Gary S. Silverman (2-8242). Deadline: March 15.
- Mathematics and Statistics:** Visiting lecturer (terminal, full-time) Contact Hassoon S. Al-Amiri (2-2636). Deadline: March 1.
- Music Composition/History:** Assistant professor, musicology. Contact chair of search and screening committee (2-2181). Deadline: Dec. 15.
- Romance Languages:** Assistant professor, French (reopened). Deadline: Nov. 1. Contact Diane Pretzer (2-2667).
- School of HPER:** Director and associate or full professor (reopened). Contact chair of search and screening committee (2-2876). Deadline: Feb. 1 or until filled.
- Social Work:** Assistant professor. Also, chair/associate professor. For both positions, contact Clyde Willis (2-8242). Deadlines: March 15.

The following administrative positions are available:

- Counseling and Career Development Center:** Counseling/cinical psychologist. Contact Annmarie Heldt (2-2558). Deadline: Nov. 15.
- Graduate College:** Assistant to the director of graduate admissions. Contact Annmarie Heldt (2-2558). Extended deadline: Oct. 20.
- Instructional Media Services:** Audio visual technical specialist (technical/full-time). Contact Kathryn Thiede (2-7891). Deadline: Oct. 23.
- Treasurer's Office:** Financial accounting systems liaison. Contact Annmarie Heldt (2-2558). Deadline: Oct. 20.
- University Placement Services:** Assistant director, education and allied professions. Deadline: Oct. 13. Also assistant director of placement, arts and sciences (reopened). Deadline: Oct. 23. For both positions, contact Annmarie Heldt (2-2558).
- WBGU-TV:** Director of television learning services. Contact Annmarie Heldt (2-2558). Deadline: Nov. 4.

Datebook

Monday, Oct. 9

Computer Seminar, 9:30-11:30 a.m., 312 Hayes. Please call 372-2102 to register.

Graduate Library Tour, 4:30 p.m., Jerome Library. Please call 372-2362 for registration.

WBGU-TV Program, "Ohio Business Outlook," 5:30 and 11:30 p.m., host George Howick discusses business ethics with business and community leaders, Channel 27.

International Film Series, "Imperative FRG 1981," 8 p.m., Lillian Gish Film Theater.

Homecoming TV Shows, Game Shows: "\$64,000 Question," "I've Got a Secret," "Bank on the Stars," 9 p.m., 210 Math Science.

Tuesday, Oct. 10

Computer Seminar, "Introduction to Lotus 1-2-3," 8:30-11:30 a.m., 312 Hayes. Call 372-2102 to register.

WBGU-TV Program, "Time Out Insight," 9:30 p.m., a local look at issues in college sports following the national program "The Other Side of the News: Athletics and Academics, Channel 27.

Annual Career Fair Speaker, "EXPO 1989: An Investment in the Future," by Henry Cisneros, 10:30 a.m., Kobacker Hall, Moore Musical Arts Center.

Firelands Poetry Reading, noon, Firelands Room, Firelands Campus.

Creative Writing Program, Ohio Women, a collection of female poets, 5:30-6:30 p.m., 150A Jerome Library.

Graduate Library Tours, 4:30 p.m., Jerome Library. Please call 372-2362 to register.

Planetarium Show, "Land Of The Southern Cross," 8 p.m., Planetarium, Life Science Building.

Concert, "Jazz Combos," 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Homecoming TV Shows, Cartoons: "Rocky & Bullwinkle," "Underdog," "Flintstones," "Beany & Cecil," "Dudley Do Right," 9 p.m., 210 Math Science.

Wednesday, Oct. 11

Graduate Library Tours, 9 a.m., Jerome Library. Call 372-2362 to register.

Open Forum, President Olskamp will meet with students, noon-1:15 p.m., Chart Room, McFall Center.

Finance Faculty Seminar, "Adjustment of Dow Jones Industrial Averages," by Paul Mueller and Raj Padmaraj, finance, 1 p.m., 4000 BAA.

Computer Seminar, "Hard Disk Set Up (IBM)," 1:30-3:30 p.m., Williams Hall Lab. Call 372-2101 to register.

Computer Seminar, "Word Processing (Mac)," 1:30-3:30 p.m., Technology Lab.

Seminar, "Kinetics and Structure in Photosynthetic Water Oxidation," George Clemans, chemistry, 4:30 p.m., 123 Overman Hall.

WBGU-TV Program, "Art Beat," 5:30 and 11:30 p.m., join host Becky Laabs as she takes a look at the world of art and cultural events in northwestern Ohio, Channel 27.

Lecture, "An Introduction to Bayesian Statistical Inference," by James Albert, 7:30 p.m., 459 Math Science.

Concert, "Faculty Artist Series," trombonist Paul Hunt, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Theatre Production, "University," 8 p.m., Joe E. Brown Theatre, University Hall.

Homecoming TV Shows, Situation Comedy: "I Love Lucy," "Dick Van Dyke," "Burns & Allen," 9 p.m., 210 Math Science.

Thursday, Oct 12

Ph.D. Final Exam, "Trial Preparation as Problem Solving: A Protocol Analysis," by Wei Jing Chia, psychology, 11:30 a.m., 2nd floor conference room, Psychology Building.

Weight Watchers, noon-1 p.m., Campus Room, University Union. Registration required for the 10-week session.

Economics Colloquium Series, "Implications of the Public Good Argument for the State," by Dr. Christopher Morris, philosophy, 3-4:30 p.m., 4000 Business Administration.

WBGU-TV Program, "Time Out," 5:30 and 11:30 p.m., host Larry Weiss talks with Football Coach Moe Ainkney about the Ohio University game and the upcoming game with Toledo, Channel 27.

Lecture, "The Making of a Biography: The Life of Langston Hughes," by Arnold Rampersad, 7:30-8:30 p.m., 121 West Hall.

Theatre Production, "University," 8 p.m., Joe E. Brown Theatre, University Hall.

Concert, "Saxophone Ensemble," Bryan Recital Hall, Moore Musical Arts Center.

Firelands College Theatre Production, "Man and Woman: Two Comic Views," 8 p.m., McBride Auditorium, Firelands Campus.

Homecoming TV Shows, TV Dramas: "Marty," "Abraham Lincoln with James Dean," 9 p.m., 210 Math Science.

Friday, Oct 13

Board of Trustees Meeting, 10 a.m., Assembly Room, McFall Center.

Arts & Sciences Forum, talk focuses on

the popularity of biography as a literary form, by Dr. Arnold Rampersad. The luncheon begins at 12:30 p.m., the lecture begins at 1 p.m. Call 372-2340 for luncheon reservations.

Dedication ceremony, of the Hazel H. Smith Off-Campus Student Center and presentation of the Hazel Smith Scholarship, 3 p.m., lower level of Moseley Hall.

Faculty Bridge, 7:30 p.m., Community Room, Huntington Bank. Call 352-6744 for reservation.

Creative Writing Program, visiting writer, Rick Bass, 7:30-8:30 p.m., 150A Jerome Library.

Firelands Theatre Production, "Man and Woman: Two Comic Views," 8 p.m., McBride Auditorium, Firelands Campus.

Theatre Production, "University," 8 p.m., Joe E. Brown Theatre, University Hall.

Planetarium Show, "Land Of The Southern Cross," 8 p.m., Planetarium, Life Sciences.

UAO Film, "The Naked Gun," 8 p.m., 10 p.m., and midnight, 210 Math Science.

Saturday, Oct. 14

WBGU-TV Program, "Amish Cooking In Quilt Country," noon, host Marcia Adams cooks up sauerkraut soup and pork, Channel 27.

BGSU Homecoming Football Game, vs. Toledo, 1:30 p.m., Doyt Perry Field.

WBGU-TV Program, "Quilting," 3 p.m., watch how photographs can be printed onto fabric, annel 27.

Alumni Reception, 1980 graduates can renew acquaintances with former professors and classmates, 4-6 p.m., second floor corridor of the Education Building.

Theatre Production, "University," 8 p.m., Joe E. Brown Theatre, University Hall.

Firelands Theatre Production, "Man and Woman: Two Comic Views," 8 p.m., McBride Auditorium, Firelands Campus.

UAO Film, "The Naked Gun," 8 p.m., 10 p.m., and midnight, 210 Math Science.

Sunday, Oct. 15

Theatre Production, "University," 2 p.m., Joe E. Brown Theatre, University Hall.

Faculty Artist Series, violinist Vasile Beluska, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

Monday, Oct. 16

Presentation, "Presentation on Student Affairs," 3:30 p.m., Alumni Room, University Union.

Creative Writing Program, visiting writer Martin Jack Rosenblum, 7:30-8:30 p.m., 150A Jerome Library.

International Film Series, "Sugarbaby," 8 p.m., Lillian Gish Film Theater.

Author! Author!

Plans are being made for the annual Friends Authors' and Artists' Reception to be held from 7:30-9:30 p.m. in the conference room at Jerome Library. During the past eight years, the reception has recognized more than 270 faculty and staff for their achievements.

The reception honors University authors of published books (first edition); artists of regional, national or international exhibitions; and musicians of original compositions or solo performances that receive national, regional or international recognition. Recognized at the reception are individuals who have completed their achievements from July 1988 to date.

Department chairs have been asked to help identify individuals to be honored at the reception. Any authors or artists who feel they meet the criteria and would like to attend the reception should send their names and titles of their works to Dr. Kathryn Thiede, Dean's Office, Jerome Library.

The Friends is a membership organization that supports, through contributions and volunteering, the programs and activities of the University libraries, archives and special collections.

Open enrollment set

The BGSU Health Care Plan provides for an annual open enrollment period during October. At this time, any employee who previously waived family coverage may enroll his or her eligible dependents.

Family coverage enrolled for during the open enrollment period will become effective Dec. 1.

Employees who want to enroll for family coverage during the open enrollment period should go to the Benefits/Insurance Office at 10 Shatzel Hall or call 372-2112.